



Missouri Women's Council 2011 Annual Report

Mission statement:

"The mission of the Missouri Women's Council is to promote the economic success of Missouri women by connecting them to information and resources"



Table of Contents

2011 Annual Report

Missouri Women's Council Board Members	2-3
Mission and Program Information	4-5
Events, Awards and Photo Gallery	6-10
Women in the Workplace	11-13
Educational Requirements	14
Average Salaries	15
Salaries Upon Degree Completion	16
Annualized Earnings for Graduates	17
Number of Graduates by Program	18
Career Education Enrollment	19
Women Owned Businesses in the United States	20
Women Owned Businesses in Missouri	21-22
Statewide Procurement Analysis	23
Women Business Enterprise (WBE) Certification Analysis	24
Business Resources	25
Women's Resources	26





Jeremiah "Jay" Nixon
Governor



David Kerr
Director
Department of Economic Development

Missouri Women's Council Board Members 2010

Board Chair

Michelle J. Word, Kansas City

Janet M. Bandera, O'Fallon

Christine J. Bierman, St. Louis

Senator Norma Champion, Springfield

Nicole Colbert-Botchway, St. Louis

Melodee Colbert-Kean, Joplin

Jacqueline Coleman, Jefferson City

Catherine Crum Thompson, Jefferson City

Senator Rita Days, St. Louis

Norma Nisbet, St. Louis

Rep. Marsha Haefner, St. Louis

Rep. Genise Montecillo, St. Louis

Karen Thornton, Sunrise Beach

Valerie White, St. Charles

Donayle Whitmore-Smith, St. Louis

Executive Director

Lisa B. Althoff



Chair
Michelle J. Word



Janet M. Bandera



Christine J. Bierman



Senator
Norma Champion



Nicole Colbert-Botchway



Melodee Colbert-Kean



Catherine Crum Thompson



Representative
Rachel Storch



Senator
Rita Days



Representative
Marsha Haefner



Representative
Genise Montecillo



Norma Nisbet



Karen Thornton



Valerie White



Donayle
Whitmore-Smith



Executive Director
Lisa B. Althoff



Missouri Women's Council



Established in 1985 by the State's 83rd General Assembly, the mission of the Missouri Women's Council is to identify and address issues affecting the economic and employment status of women in Missouri.

An agency within the Department of Economic Development, the bipartisan council is comprised of 15 members; 11 appointed by the Governor, two Missouri State Senators and two Missouri State Representatives.

The Missouri Women's Council works closely with other agencies and community-based organizations to build awareness, educate and promote opportunities for Missouri's women. By providing information and resources regarding business, education and career opportunities, the Missouri Women's Council helps women fulfill their economic and employment goals.



Missouri Women's Council
301 West High Street
Suite 680
PO Box 1157
Jefferson City, MO 65102
Phone: 573.751.0810
Toll-Free: 877.426.9284
Fax: 573.522.5005
www.womenscouncil.org
E-mail: wcouncil@ded.mo.gov





Women-Owned Business Network (WOB Network)

A web-based network dedicated to promoting women-owned businesses in Missouri. The WOB Network represents a dynamic and ever-expanding community of female entrepreneurs and business owners committed to supporting each other by networking and transacting business together.



Award of Distinction

Each year, the Missouri Women's Council solicits nominations of individuals and/or organizations that have made a significant impact upon women and their families. Many outstanding individuals and organizations have helped shape Missouri and continue to contribute their talents and skills to improve and enhance the quality of life in the State. The Council has established the Award of Distinction to recognize, honor, and celebrate these achievements. Nomination forms are available on the Missouri Women's Council website.

Conferences & Workshops

Events are offered at several locations throughout the year covering a variety of topics of interest to Missouri women in business and women in the workforce.

Outstanding Women of Missouri Traveling History Exhibit

Recognizes Missouri women whose fortitude, persistence, and judgment led them to distinguish themselves in their chosen profession or areas of service. The exhibit honors these individuals by displaying an image of each woman, as well as featuring their accomplishments and their story. The traveling exhibit is available for loan at no charge.

Women's Edition

Monthly publication featuring Missouri women owned businesses, Missouri women in non-traditional careers, resources for women in business and women in the workforce, a listing of upcoming events in Missouri pertaining to women in business and women in the workforce.

To sign up to receive our Women's Edition, please visit www.womenscouncil.org/newsletters

Resource Guide

Serves as an essential resource for Missouri women, those who are establishing a business, seeking educational assistance and opportunities, or those who wish to find more suitable careers. This guide contains various listings, including business organizations, educational institutions and women's organizations.

Missouri Women's History Exhibit Event at UMSL

The Missouri Women's Council inducted the late Dorothy Gaynor Blake, Frankie Muse Freeman, Esq., the late Jessie L. Gaynor, Dr. Blanche Touhill, and the late Margaret Bush Wilson, Esq. to the Outstanding Missouri Women Traveling History Exhibit on September 28, 2011. The induction ceremony was held at the University of Missouri—St. Louis followed by a reception for the inductees. Dr. Gary Kremer, Executive Director of the Missouri State Historical Society was the keynote speaker and Heidi Glaus with NewsChannel 5 was the emcee of the event. A special thanks to the paid event sponsors: Mound City Bar Association, The Women Lawyers' Association of Greater Saint Louis and the University of Missouri—St. Louis and to the in-kind event sponsor: The Bar Association of Metropolitan St. Louis.



The Missouri Women's Council inducts the late Dorothy Gaynor Blake, Frankie Freeman, Esq., the late Jessie L. Gaynor, Dr. Blanche Touhill, and the late Margaret Bush Wilson, Esq. to the Outstanding Missouri Women History Exhibit.



Rep. Marsha Haefner, Missouri Women's Council Board member, presents a House Resolution to Dr. Blanche Touhill.



Senator Robin Wright-Jones presents induction certificate to Frankie Muse Freeman, Esq.



Rep. Marsha Haefner, Missouri Women's Council Board member, presents a House Resolution to the relatives of the late Dorothy Gaynor Blake and Jessie L. Gaynor.



Rep. Marsha Haefner, Missouri Women's Council Board member, presents a House Resolution to the friends and colleagues of the late Margaret Bush Wilson, Esq.



Women's Conference Lincoln University

Photos of the event provided by [HER Magazine](#)

The Conference on Women's Issues resonated in the Lincoln University Scruggs University Center on September 15, 2011, when over 140 students, business owners, and government leaders joined together to learn about women's workforce issues. After a warm welcome from Lincoln University President, Dr. Carolyn Mahoney; Dr. Dorothy Witherspoon, Regional Administrator, US Department of Labor-Women's Bureau; and Lisa Althoff, Executive Director, Missouri Women's Council, the group heard from a panel of women from different ethnicities and abilities. This panel discussed their values and experiences that they attribute to strengthening their character and integrity.

The second portion of the afternoon conference included a historical perspective from Dr. Witherspoon on women in workforce. She shared our successes and identified areas where we need to strive for improvement. The final panel discussion addressed the status of equal pay and job rights. Experts from federal agencies shared ways to access information and services to ensure equality for women in the workforce. Throughout the conference, exhibitors were on hand to promote their agencies and services. This conference is the result of collaboration between Lincoln University, the Missouri Women's Council and the USDOL—Women's Bureau.



Regional Women Veterans Conference

The U.S. Department of Labor—Women's Bureau in partnership with the Missouri Women's Council and several other event partners held the 1st Regional Women Veterans Conference in Kansas City. The conference helped connect women veterans to job opportunities, information on starting their own business and sessions on a variety of topics. Over 150 women veterans were in attendance during this two day event on October 28th and 29th, 2011.



Missouri Governor's Conference on Economic Development 2011 Award of Distinction Recipient Colleen White



2011 Award of Distinction recipient, Colleen White with Governor Jay Nixon at the Governor's Conference on Economic Development



2011 Award of Distinction recipient, Colleen White with Governor Jay Nixon and the Missouri Women's Council at the Governor's Conference on Economic Development

About the Award of Distinction:

This award is presented to an individual that has made a significant impact upon women and their families. Many outstanding individuals have helped shape Missouri and continue to contribute their talents and skills to improve and enhance the quality of life in the state. The Council has established the Award of Distinction to recognize, honor and celebrate these achievements.

2011 Award of Distinction Recipient—Colleen White

Colleen White is president and founder of Strategic Workplace Solutions, Inc. (SWS). She brings nearly 30 years of labor law compliance and workplace relations experience to her SWS clients to assist them with managing their compliance risks and workplace needs.

She derives her extensive experience from over 12 year as director of the State of Missouri's Division of Labor Standards. There, she administered and enforced Missouri Wage and Hour, Child Labor, and Prevailing Wage Laws; the OSHA funded OnSite Consultation Program; the MSHA funded Mine Training Program; and the state Mine and Cave Inspection Program.

Prior to that position, she served as business manager of a construction trade union in Kansas City, becoming the first female delegate to a Building and Construction Trades Council in the United States. She was subsequently appointed as director of Safety and Health for the International Union of Painters and Allied Trades in Washington, D.C., where she became the first female department director of an international construction union.

Colleen is recognized nationally as a leading expert in labor law compliance and addressing workplace issues. She led the effort in drafting a national Child Labor Law Administration Guide for all state labor standards agencies in the United States. Colleen also drafted the first prevailing wage compliance programs for the City of Kansas City, Missouri and for Jackson County, Missouri. She is actively involved with many projects in the Kansas City area, providing insights on labor law compliance.

Colleen holds degrees in Education and Labor Studies. She also serves as a labor arbitrator, where her experience provides a level of neutrality, honesty and integrity that allows her to see all sides and concerns. With her management, government and labor backgrounds, she provides her clients with a depth of knowledge unparalleled by others, and a level of experience beyond compare.

Women in Missouri's Workplaces

There were slightly more than 1.26 million women in Missouri's workforce throughout 2010, or more than 47% of the state's labor force. This report looks at the role of women in Missouri's workplace based on occupations found to be traditionally female-oriented versus those deemed more male-oriented.*

Women in Non-traditional Jobs

In Missouri male traditional employment, the occupation with the highest percentage female employment, Network and Computer Systems Administrators, will consist of only 22.3% of the occupation's workforce. For the Landscaping and Groundskeeping Workers occupation, women will make up only 5.3% of hired employees.



Women's 2009 Employment in Top Male Traditional Jobs

Jobs	Women's Employment	Total Missouri Employment
Laborers & Freight, Stock & Material Movers	6,209	36,097
Police and Sheriff's Patrol Officers	2,017	13,016
Landscaping and Groundskeeping Workers	957	18,062
Industrial Truck and Tractor Operators	914	13,523
Cleaners of Vehicles and Equipment	1,023	9,134
First-Line Supervisors/Managers of Production & Operating Workers	2,098	11,591
Dishwashers	2,072	9,913
Computer Programmers	1,431	7,085
Security Guards	4,102	18,730
Network Systems & Data Communication Analysts	1,838	8,240

*Data provided by MERIC, Missouri Department of Economic Development

**Traditional and non-traditional jobs were determined through data gathered from the 2009 American Community Survey with the U.S. Census Bureau. Occupations with female employment totaling less than 25% are declared non-traditional, while occupations with 75% or more are traditionally female occupied jobs.

Women in Missouri's Workplaces

Traditional female occupations will supply 30,590 total openings, compared to the 157,611 total openings for all occupations in Missouri by 2012. Of those total openings, only 8,747 are attributed to growth, or approximately 28.5% of the total openings in traditional female occupations.



Top Openings in Female Traditional Employment from 2010-2012

Jobs	Openings
Registered Nurses	2,819
Office Clerks, General	2,347
Elementary School Teachers	1,168
Child Care Workers	1,811
Licensed Practical & Licensed Vocational Nurses	1,551
Hosts and Hostesses, Restaurant, Lounge, & Coffee	1,225
Tellers	1,216
Personal & Home Care Aides	1,743
Home Health Aides	1,282
Medical Secretaries	1,426

*Data provided by MERIC, Missouri Department of Economic Development

**Traditional and non-traditional jobs were determined through data gathered from the 2009 American Community Survey with the U.S. Census Bureau. Occupations with female employment totaling less than 25% are declared non-traditional, while occupations with 75% or more are traditionally female occupied jobs.

Educational Requirements



Of the occupational openings that will occur from 2010-2012 more than 11,100 openings in female traditional occupations will recommend a Postsecondary vocational award or higher for employment, compared to just 7,430 in male traditional jobs.

Male and Female Occupational Openings by Educational Attainment

Degree	Traditional Female Openings	Traditional Male Openings
Professional Degree	0	125
Masters Degree	756	114
Bachelor's Degree	3,179	3,005
Bachelor's or higher degree, plus work experience	0	274
Associate	3,613	300
Postsecondary vocational award	3,553	3,612
Work experience in a related occupation	599	2,423
Long-term on-the-job training	21	5,504
Moderate-term on-the-job training	4,633	6,056
Short-term on-the-job training	14,236	11,462

*Data provided by MERIC, Missouri Department of Economic Development

**Traditional and non-traditional jobs were determined through data gathered from the 2009 American Community Survey with the U.S. Census Bureau. Occupations with female employment totaling less than 25% are declared non-traditional, while occupations with 75% or more are traditionally female occupied jobs.

Average Salaries

The average wage for all occupations in Missouri is \$39,879, while the average wage for female-traditional occupations was \$33,340, and \$41,400 for traditional-male occupations. There are 159 male-traditional occupations that have an average wage higher than Missouri's average wage, as compared to only 22 female traditional occupations.



Top Average Salaries of Female & Male Traditional Occupations

Occupation	Traditional Female	Traditional Male
Registered Nurse	\$59,142	
Healthcare Practitioners & Technical Workers	\$57,834	
Speech-Language Pathologists	\$64,049	
Occupational Therapists	\$68,380	
Dental Hygienists	\$65,397	
Air Traffic Controllers		\$101,521
Natural Science Managers		\$106,255
Architectural and Engineering Managers		\$112,694
Optometrists		\$113,450
Podiatrists		\$127,386

*Data provided by MERIC, Missouri Department of Economic Development

**Traditional and non-traditional jobs were determined through data gathered from the 2009 American Community Survey with the U.S. Census Bureau. Occupations with female employment totaling less than 25% are declared non-traditional, while occupations with 75% or more are traditionally female occupied jobs.

Salaries Upon Degree Completion



Data regarding annualized earnings for Missouri residents by degree attainment and gender.

2011 Mean Annualized Earnings for 2009-2010 Graduates

Degree Program	Male	Female
Associates	\$20,213	\$18,746
Bachelor's	\$24,610	\$22,043
Master's degree	\$44,596	\$38,285
Professional degree	\$57,755	\$60,378
Doctoral	\$45,254	\$50,786

Source: Missouri Department of Higher Education

2011 Annualized Earnings for Graduates

2011 Mean Annualized Earnings for 2009-2010 Graduates by Program Area

<u>Major/Degree Field</u>	<u>Female</u>	<u>Male</u>
Agriculture	\$16,693.58	\$24,734.25
Architecture	\$9,776.97	\$17,844.32
Biology	\$21,036.79	\$19,264.97
Business	\$25,992.65	\$31,667.81
Communications Technology	\$11,648.68	\$14,501.86
Communications/Journalism	\$18,920.02	\$20,028.62
Construction	\$18,053.03	\$27,862.37
Education	\$26,844.67	\$27,845.12
Engineering	\$44,393.36	\$43,955.46
Engineering Technologies	\$32,357.55	\$31,245.09
English/Literature	\$19,089.14	\$16,073.29
Ethnic/Gender Group Studies	\$27,246.12	\$28,752.69
Fitness Studies	\$14,211.90	\$16,224.86
Foreign Language	\$20,336.94	\$13,711.67
Health-Knowledge & Skills	\$14,984.05	\$1,360.00
Health-Professions	\$35,833.75	\$44,140.60
History	\$21,611.08	\$17,398.13
Human Services	\$17,491.11	\$17,585.14
Humanities	\$14,383.42	\$17,581.26
Information Sciences	\$26,430.99	\$32,275.61
Interdisciplinary Studies	\$22,181.07	\$22,572.81
Law	\$31,874.91	\$40,032.36
Law Enforcement	\$18,245.80	\$22,988.86
Library Science	\$35,986.14	N/A
Math/Statistics	\$22,654.84	\$22,751.80
Mechanic	\$13,950.16	\$22,418.13
Natural Resources/Conservation	\$19,084.72	\$20,515.40
Personal and Culinary Services	\$15,549.14	\$19,285.78
Physical Sciences	\$24,214.62	\$21,559.64
Psychology	\$17,286.01	\$18,447.87
Public Administration	\$26,296.17	\$36,956.98
Social Sciences	\$18,990.28	\$21,644.39
Visual & Performing Arts	\$13,924.11	\$15,595.26

Source: Missouri Department of Higher Education/Annualized Earnings for 2011 calculated using 2011 first quarter earnings multiplied by 4

2011 Number of Graduates by Program

2011 Mean Annualized Earnings for 2009-2010 Graduates by Program Area

<u>Major/Degree Field</u>	<u>Female</u>	<u>Male</u>
Agriculture	128	154
Architecture	5	12
Biology	291	242
Business	1702	1706
Communications Technology	24	28
Communications/Journalism	467	244
Construction	3	73
Education	2692	809
Engineering	66	436
Engineering Technologies	82	419
English/Literature	224	108
Ethnic/Gender Group Studies	18	8
Fitness Studies	132	104
Foreign Language	127	33
Health-Knowledge & Skills	3	1
Health-Professions	2920	502
History	95	108
Human Services	473	48
Humanities	2349	1384
Information Sciences	72	356
Interdisciplinary Studies	78	53
Law	146	120
Law Enforcement	237	415
Library Science	15	N/A
Math/Statistics	35	49
Mechanic	9	214
Natural Resources/Conservation	14	54
Personal and Culinary Services	86	48
Physical Sciences	47	63
Psychology	470	142
Public Administration	359	70
Social Sciences	304	295
Visual & Performing Arts	295	175

Source: Missouri Department of Higher Education/Annualized Earnings for 2011 calculated using 2011 first quarter earnings multiplied

2010 Career Education Enrollment

FY 2010 Career Education Enrollment Summary by Program Area

<u>Secondary Program Areas</u>	<u>Female</u>	<u>Male</u>
Agricultural, Food and Natural Resources	9,074	14,134
Business & Information Technology	30,051	32,344
Cooperative Career Education	304	258
Family Consumer Sciences and Human Services	30,376	13,564
Health Sciences	2,888	405
Marketing Education	3,385	3,087
Project Lead The Way (Pre-Engineering & Pre-Biomedical)	1,045	4,406
Technology and Skilled Technical Sciences	2,105	10,808
TOTAL for Secondary Program Areas:	79,228	79,006
<u>Postsecondary Program Areas</u>	<u>Female</u>	<u>Male</u>
Agricultural, Food and Natural Resources	592	561
Business & Information Technology	14,067	10,811
Family Consumer Sciences and Human Services	5,967	1,241
Health Sciences	10,882	3,709
Marketing Education	2,543	2,175
Technology and Skilled Technical Sciences	6,362	11,535
TOTAL for Postsecondary Program Areas:	40,413	30,032
<u>Adult Program Areas</u>	<u>Female</u>	<u>Male</u>
Agricultural, Food and Natural Resources	10	5
Business & Information Technology	84	16
Family Consumer Sciences & Human Services	87	7
Health Sciences	1,642	257
Marketing Education	0	1
Technology and Skilled Technical Sciences	50	486
TOTAL Adult Program Areas:	1,873	772

Nontraditional Fields

The term "nontraditional" means occupations or fields of work in which individuals from one gender comprise less than 25 percent of the individuals employed in each occupation or field of work.

Program Areas Nontraditional for Females: Agricultural, Food, and Natural Resources; Project Lead The Way; Technology and Skilled Technical Sciences

Program Areas Nontraditional for Males: Family Consumer Sciences and Human Services; Health Sciences

Program Areas Considered Balanced for Both Genders: Business & Information Technology; Cooperative Career Education; Marketing Education

Source: Missouri Department of Elementary and Secondary Education, 2010 Career Education Enrollment Summary By Program Area

Women-Owned Businesses In the United States



Key Facts about Women-Owned Businesses The Overall Picture: 2008-2009

10.1 million firms are owned by women (50% or more), employing more than 13 million people, and generating \$1.9 trillion in sales as of 2008.

Three quarters of all women-owned businesses are majority owned by women (51% or more), for a total of 7.2 million firms, employing 7.3 million people, and generating \$1.1 trillion in sales.

Women-owned firms (50% or more) account for 40% of all privately held firms.

1.9 million firms are majority-owned (51% or more) by women of color in the United States. These firms employ 1.2 million people and generate \$165 billion in revenues annually.

One in five firms with revenue of \$1 million or more is woman-owned.

3% of all women-owned firms have revenues of \$1 million or more compared with 6% of men-owned firms.

Women-Owned Businesses In Missouri



There were 130,741 women-owned firms in Missouri in 2007, up from 120,457 in 2002, according to recently released data from the U.S. Census Bureau's 2007 Survey of Business Owners. This was a 8.5 percent increase in the number of women-owned firms in the state. From 2002 to 2007 Missouri added over 10,000 more women-owned businesses in Missouri. These firms accounted for more than \$19.7 billion in sales and receipts in 2007.

In the U.S., there were 7.8 million women-owned firms in 2007, up 19.9 percent in 2002. Sales and receipts from women-owned firms totaled \$1.2 trillion in 2007. Women-owned firms made up 28.7 percent of all firms and 3.9 percent of all sales and receipts in the U.S.

States with the largest number of women-owned businesses were California (1,039,484), Texas (610,162), New York (594,421), Florida (581,045), and Illinois (343,117). In addition, California also had the largest gross sales from women-owned firms. Missouri ranked 20th among the states in the total number of women-owned firms.

Source: MERIC, Missouri Economic Research and Information, Missouri Department of Economic Development

Source: U.S. Census Bureau, Survey of Business Owners, 2007

States with the Largest Number of Women-Owned Firms—2007 Data

Rank	Geographic Area	Women-owned firms	All firms	Share of US Total	Sales Receipts (\$M)
	United States	7,793,364	27,110,059	*****	1,190,057
1	California	1,039,484	3,426,892	12.6%	180,964
2	Texas	610,162	2,166,114	8.0%	96,322
3	New York	594,421	1,957,592	7.2%	84,008
4	Florida	581,045	2,010,403	7.4%	78,470
5	Illinois	343,117	1,124,692	4.1%	53,769
6	Georgia	278,287	901,615	3.3%	40,537
7	Pennsylvania	265,132	982,267	3.6%	45,903
8	Ohio	249,062	898,662	3.3%	40,545
9	Michigan	248,426	817,461	3.0%	30,817
10	North Carolina	225,522	799,343	2.9%	31,951
20	Missouri	130,741	501,359	1.8%	19,740

Source: MERIC, Missouri Economic Research and Information, Missouri Department of Economic Development
Source: U. S. Census Bureau, Survey of Business Owners, 2007

Women-Owned Businesses In Missouri

Twenty-five states, including Missouri, had more than 100,000 businesses owned by women. Eleven states had more than 200,000 women-owned firms in 2007.

States with the highest percentage of women-owned businesses, as a percent of all firms, were spread throughout the United States. States with the largest percentage of women-owned businesses were the District of Columbia (34.5 percent), Maryland (32.6 percent), New Mexico (31.7 percent), Hawaii (31.0 percent) and Georgia (30.9 percent).

Source: MERIC, Missouri Economic Research and Information,
Missouri Department of Economic Development
Source: U.S. Census Bureau, Survey of Business Owners, 2007



States with the Largest Percentage of Women-Owned Firms—2007 Data

<u>Rank</u>	<u>Geographic Area</u>	<u>Women-owned firms</u>	<u>All firms</u>	<u>Percentage of Women-owned Firms</u>	<u>Sales Receipts (\$M)</u>
1	District of Columbia	19,286	55,963	34.5%	3,806
2	Maryland	172,241	528,393	32.6%	22,293
3	New Mexico	49,889	157,364	31.7%	6,708
4	Hawaii	37,373	120,468	31.0%	4,968
5	Georgia	278,287	901,615	30.9%	40,537
6	Illinois	343,117	1,124,692	30.5%	53,769
7	New York	594,421	1,957,592	30.4%	84,008
8	Michigan	248,426	817,461	30.4%	30,817
9	California	1,039,484	3,426,892	30.3%	180,964
10	Virginia	192,194	639,196	30.1%	29,922
33	Missouri	130,741	501,359	26.1%	19,740

Source: MERIC, Missouri Economic Research and Information, Missouri Department of Economic Development
Source: U. S. Census Bureau, Survey of Business Owners, 2007



Fiscal Year 2010 Statewide Procurement Analysis

Executive Order 05-30 states that “all state agencies shall continue to make every feasible effort to target the percentage of goods and services procured from certified MBEs and WBEs to 10% and 5% respectively.” Although the legislature, judiciary and executive branch are not subject to this executive order their WBE utilization is also shown.

	WBE	Total Expenditures	WBE%
Legislature, Executive and Judiciary Branches*	\$1,266,989.96	\$36,950,192.14	3.43%
<u>Executive Departments</u>			
Office Administration	\$4,185,850.73	\$97,093,621.27	4.31%
Agriculture	\$55,922.55	\$3,641,103.90	1.54%
Insurance	\$86,885.56	\$2,464,484.88	3.53%
Conservation	\$308,727.00	\$33,245,510.75	0.93%
Economic Development	\$555,264.23	\$16,827,545.55	3.30%
Elementary and Secondary Education	\$3,233,028.29	\$41,491,656.61	7.79%
Higher Education	\$112,987.42	\$7,988,342.31	1.14%
Health & Senior Services	\$284,758.81	\$10,810,760.56	2.63%
MO Transportation	\$5,175,747.23	\$312,787,881.80	1.65%
Labor & Industrial	\$349,210.56	\$2,055,539.95	16.99%
Mental Health	\$338,627.31	\$38,125,994.30	0.89%
Natural Resources	\$1,115,667.50	\$18,983,920.43	5.88%
Public Safety	\$1,369,873.20	\$74,215,719.38	1.85%
Revenue	\$1,772,897.47	\$33,349,833.46	5.32%
Social Services	\$2,636,559.60	\$149,852,912.81	1.76%
Corrections	\$2,230,999.65	\$202,695,886.59	1.10%
Totals for Executive Departments	\$23,813,007.11	\$1,082,580,906.69	2.32%
Totals Statewide	\$25,079,997.07	\$1,082,580,906.69	2.32%

*Totals differ from SAM II individual agency reports due to payments processed through the UMB purchasing card agreement. Data provided by the Office of Equal Opportunity, Office of Administration, State of Missouri, 2010 Annual Report.



Fiscal Year 2009 State WBE Certification Analysis

The Office of Supplier and Workforce Diversity (OSWD) certifies M/WBE vendors for the State of Missouri. According to OSWD rules and regulations, each Missouri applicant must be visited at their business location as a part of the MBE/WBE certification process.

2008-2009 On-site Comparison			
Region	2008	2009	% Change
Northwest	5	7	40%
Northeast	1	2	100%
Kansas City	21	37	76%
Central	27	33	22%
St. Louis	71	69	-3%
Southwest	14	21	50%
Southeast	5	18	260%
Total	144	187	30%

OSWD's regulations established a Minority Business Enterprise (MBE) as a business that is at least 51% owned and controlled by one or more minority persons.

A racial minority is, for the purposes of the State of Missouri MBE program, defined as individuals who are Black, American Indian, Hispanic and Asian American and other similar racial minority groups per Missouri Revised Statutes Chapter 33 Section 33.750. Also included are Alaskan Natives, Pacific Islanders and Aleuts.

A Woman Business Enterprise (WBE) is a business that is at least 51% owned and controlled by one or more women.

Certification as a MBE and/or WBE provides greater opportunities for these businesses to bid on state contracts. All certified MBE/WBE vendors appear on the Office of Supplier and Workforce Diversity Directory of Certified MBE/WBE Vendors. Both contractors and state agencies use this site as a resource in soliciting certified minority and/or female participation for ongoing projects. This certification covers all state agencies except for Missouri Department of Transportation (MoDOT), which participates in the Disadvantaged Business Enterprise (DBE) Program.

Business Resources

Missouri Business Portal

An online resource as a single point of entry for business registration, filings, licenses, and permits for doing business in the State of Missouri. [Click here for more information.](#)

Missouri Business Development Programs

The Missouri Small Business & Technology Development Center (MO SBTDC) successfully assists more than 10,000 businesses with business start-up and training workshops. Visit www.missouribusiness.net.

Missouri Catalog of State Assistance Programs

Provides detailed information about state grants, loans and assistance programs and how to apply for them. [Click here for more information.](#)

Missouri Department of Economic Development Programs for Business

The Missouri Department of Economic Development offers a listing of programs for businesses. For a full listing, please [click here](#).

Missouri Enterprise Business Assistance Centers (MEBAC)

MEBAC's mission is to help small businesses enhance productivity, expand production, increase sales and improve profitability. Visit www.missourienterprise.org or call toll free at (800) 956-2682.

Missouri Linked Deposit Program

The Big Missouri Linked Deposit Program is administered through the state treasurer's office to enable financial institutions to make low-cost loans to businesses and farms to create jobs and help Missouri's economy grow. Visit www.treasurer.mo.gov/LinkedDeposit.asp.

MOSourceLink

MOSourceLink connects small business owners with a network of nonprofit resource organizations that provide business-building services. Visit www.mosourcelink.com or call toll-free at (866) 870-6500.

Missouri Procurement Technical Assistance Centers (MO PTAC)

MO PTAC's mission is to assist businesses—including small, disadvantaged and women owned firms— in obtaining federal, state and local government contracts. Visit www.missouribusiness.net/PTAC

Missouri Small Business Regulatory Fairness Board (SBRFB)

The SBRFB provides a key interface between state regulatory agencies and affected small businesses. For more information, please [click here](#).

Missouri Small Business and Technology Assistance Centers (MO SBTDC)

MO SBTDC is focused on strengthening the technological competitiveness of Missouri's businesses. Visit www.missouribusiness.net/fast.

Missouri Women's Council

Provides information and resources regarding business, education and career development to Missouri's women. Visit www.womenscouncil.org or call toll free at (877) 426-9284.

MoFAST: SBIR/STTR Program

Help for entrepreneurs and small businesses seeking federal funding for technology and life sciences businesses, products, research and development. [Visit www.mofast.net](http://www.mofast.net).

Office of Administration— Office of Equal Opportunity

OEO's mission works to assist women and minorities in developing opportunities to contract with the state, economically empowering traditionally underserved communities and improving the overall fiscal vitality of the State of Missouri. Visit www.oa.mo.gov/oeo or call toll free (877) 259-2963.

SBA— Small Business Administration

The SBA links entrepreneurs with resources, services and support specifically designed for small business needs. [Visit www.sba.gov](http://www.sba.gov) or call toll free at (800) U ASK SBA.



Women's Resources

National Association of Women Business Owners

NAWBO is a dues-based national organization representing the interests of all women entrepreneurs in all industries. Membership is open to sole proprietors, partners and corporate owners with day-to-day management responsibility.

Phone: (800) 556-2926

Website: www.nawbo.org

National Women's Business Council

The Council's mission is to promote initiatives, policies and programs designed to support women's business enterprises at all stages of development in the public and private sector marketplaces, from start-up to success to significance.

Website: www.nwbc.gov

eWomenNetwork, Inc.

eWomenNetwork, Inc. is committed to helping women and their businesses achieve, succeed and thrive in the new economy. Their goal is to help female business owners and professionals achieve their goals.

Website: www.eWomenNetwork.com

Women Impacting Public Policy, Inc. (WIPP)

A national nonpartisan public policy organization that advocates for and on behalf of women and minorities in business in the legislative process of our nation, creating economic opportunities and building bridges and alliances to other small business organizations.

Website: www.wipp.org

Career Education Coordinators

Network of professionals focusing on nontraditional careers as well as providing information and expertise in career awareness, exploration and planning for various audiences.

Website: www.missouricareereducation.org

Women's Business Enterprise National Council (WBENC)

Dedicated to advancing the success of Corporate Members, certified women's business enterprises, and government entities in partnership with its Regional Partner Organizations (RPOs)

Website: www.wbenc.org

Missouri Child Care Resource and Referral Network

The Missouri Women's Council recognizes that often times women in business and workforce may encounter barriers accessing quality child care. This organization coordinates the activities of the eight child care resource and referral agencies that serve all 115 counties in Missouri.

Website: www.mocccrrn.org

Women's Business Development Center

The largest women's business assistance center in the United States. Nationally and internationally recognized for responsive, innovative, and effective programs and advocacy efforts. Delivers business services and financial assistance to empower women towards entrepreneurship and economic self-sufficiency.

Website: www.wbdc.org



Caring Communities

A "partnership" that enables community and school leaders to define priorities and agendas based on each community's needs, assets and vision. By developing community-based supports and services, the aim is to enhance the well-being of children, which is inseparable from the well-being of their families and the stability and economic viability of the communities where they live.

Website: www.mofact.org

WPO Women Presidents' Organization

The WPO is a non-profit membership organization for women presidents of multimillion-dollar companies. Members of the WPO take part in professionally facilitated peer advisory groups in order to coax the 'genius out of the group' and grow their businesses to the next level.

Website: www.womenpresidentsorg.com

Missouri Career Centers

Located in communities across the state and represent a unique partnership of employment and training organizations that reflect the specific needs in each local community. These resource areas are equipped with computers, fax machines, and telephones that operate similarly to a public library.

Website: www.missouricareersource.com